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opportunity of hearing of the work over the State, of learning much of the "ways and means" of making contact with these agencies. At each of the district meetings some outstanding speaker has presented an inspirational address. For the year 1922-23, it is the purpose of the officers to continue this policy and hold as many meetings as possible.

The Conference has always been interested in social legislation in the State. The Tennessee legislature convenes in January, and the Conference will name a committee subject to the call of any committee of either the House or Senate, to confer with them concerning any social legislation. The thought is that this committee will not of itself propose legislation, but will stand ready at all times to consider any bill presented, pointing out the dangers and emphasizing the good that may be expected. The personnel of the committee will be composed of social workers, professional men, representatives of women's clubs and civic clubs.

Arrangements have just been completed whereby Dr. Edward T. Devine will come to the State for four institutes, in the four larger cities. The institutes will continue for five days in each city. The Conference desires to reach not only social workers but business men, members of boards of directors, official representatives from civic clubs, women's clubs. This part of the educational program of the Conference is entirely new. Dr. Devine will discuss such subjects as "What is Social Work?"—"Where Does It Come From?"—"Problems of Income"—"Poverty"—"Are we creating a Poverty Class?"—"Problems of Health"—"Hospitals and Health Centers"—"Problems of Crime"—"The Bad Aspects of Our Present Penal System"—"How to Deal with a Crime Wave"—"The Relation Between Social Work and Social Progress"—"What can Social Work Contribute to the General Welfare?" It is confidently expected that through this channel we shall reach a very large number of members of boards and public officials, who in a very large measure determine the policies of our existing agencies.

The annual meeting of the Conference will be held in Memphis, April 10-13. Memphis social workers are planning to make this meeting a real event in conference history. It is planned to have a joint meeting of the civic clubs of Memphis, which event will be a regular session of the

conference; also the state-wide women's clubs, such as Federation of Women's clubs, Parent-Teacher's Associations, W.C.T.U., Business and Professional Women's Clubs, League of Women Voters, will hold a joint meeting, bringing together not only the officers of the state-wide agencies but many representatives both local and from over the State to hear some outstanding address on some subject vital to the life of the State and of social work. This, too, will be a part of the annual meeting.

It is the wish of the officers and members of the Executive Committee that the year's work of the Conference be continuous, that we seek for sound principles, that we bend every energy toward making the Conference a real influence throughout the entire State.

REORGANIZATION PLAN OF THE MICHIGAN STATE CONFERENCE

GRACE CONE

THE COMMITTEE appointed to recommend a form of organization and procedure for the Michigan State Conference of Social Work has submitted the following report:

1. At present, the Conference has no by-laws so far as the committee's examination of the records reveals. The traditions of the organization delegate managerial authority to the Executive Committee.

2. In 1919, at Traverse City, there was adopted as the organic law of the Conference, a report entitled: "Recommendations of the Committee on Policy and Organization." This report visualized a splendid state-wide program, involving the creation in each county of a committee consisting of the resident State Conference members. In 1920, at St. Joseph, a Conference resolution deplored the fact that the program as adopted was almost entirely inoperative, and urged action in accord therewith. Despite this, nothing has been done to develop the program of work as outlined. Your committee is convinced that the scheme, imaginative and valuable as it is, is unworkable with the Conference organized on a volunteer basis. Such a program constitutes a splendid challenge to our State Conference to budget our needs, provide liberal financial support, employ a high-grade, trained social worker as executive, and begin to transmute rhetoric into

reality. If this is not undertaken in grim seriousness, your present Committee believes that the "Report" referred to be allowed to lie dormant. It is our further conviction that it has been and is, unreasonable to charge any administration with the execution of such a far-reaching program, in the absence of any sound fiscal policy.

3. Your present Committee recommends that the organization of the Conference continue substantially as now, and in the following respects:

(a) Dues should remain at \$1.00 or more per year.

(b) Meetings should be held annually and consume not more than three days.

(c) Publication of the "Proceedings" should be waived on account of expense.

(d) The Standing Committees should cover important phases of social work, their determination to be left to the Executive Committee.

(e) Sectional meetings of these committees should be discouraged, but it should be the duty of the committees to make recommendations to the Program Committee with respect to their respective jurisdictions. Putting it otherwise, we believe that with the present membership of the Conference, only general meetings should be held but that one or more of such meetings should aim to reflect the major interests of the Standing Committees.

(f) The Conference should chiefly be a forum for discussion.

(g) With reference to legislation, we recommend the appointment by the president of a Legislative Committee, whose duty it shall be to push in ways authorized by the Executive Committee involving for example coöperation with other state-wide organizations such legislation as seems to it and to the Executive Committee to be highly important from the Social Service viewpoint, and to contain provisions that may be said

to be non-controversial in view of their universal support by authoritative Social Service organizations. It is the intent of this paragraph to restrict the direct legislative activity of the Conference, rather than to expand it.

(h) The officers shall be a president, first and second vice-presidents, secretary, and treasurer. These shall be elected annually. We approve of the present method, which provides for the assistance that a nominating committee can give to the body of the Conference in the selection of officers and of the Executive Committee.

(i) The Executive Committee shall consist of the officers and 16 others to be chosen annually by the Conference.

(j) The place for holding the Conference shall be selected by the Executive Committee which may at its option delegate the work to a Committee on Place to be appointed by the President during the annual meeting.

(k) The time for holding meetings shall be fixed by the Executive Committee.

(l) We recommend against the adoption of formal by-laws, it being our belief that the principles and policies herein enunciated will be a sufficient guide to the Executive Committee which is the creature of the Conference membership and which must be elected annually.

Respectfully submitted,

A. H. STONEMAN,

GRACE E. CONE,

CHAS. C. STILLMAN, *chairman*.

Upon a motion made by Mr. Fred M. Butzel, supported by Mr. Benjamin P. Merrick, the report was adopted with the following amendment:

That instead of the place of meeting being determined by the Executive Committee as called for in item "j", the place of meeting of the Conference be decided each year by the outgoing Conference.